

Training and Promotion Matrix

| | VaDF Orientation CRSE | NCOLD CRSE | IIA | CLC | Professional Certificate or VADF Exam | OSC3 | ALC | IS 100, 200, 700 & 800 |
|--|-----------------------------|---------------|-----|-----|---|------|-----|---------------------------|
|--|-----------------------------|---------------|-----|-----|---|------|-----|---------------------------|

COMMISSIONED OFFICERS

| | | | | | | | | |
|--------------------|---|--|---|---|--|---|---|---|
| Second Lieutenant | X | | X | | | | | X |
| First Lieutenant | X | | X | | | | | X |
| Captain | X | | X | X | | | | X |
| Major | X | | X | X | | X | X | X |
| Lieutenant Colonel | X | | X | X | | X | X | X |
| Colonel | X | | X | X | | X | X | X |

WARRANT OFFICERS

| | | | | | | | | |
|--------------------------|---|--|---|---|---|---|---|---|
| Warrant Officer 1 | X | | X | | X | | | X |
| Chief Warrant Officer 2 | X | | X | X | X | | | X |
| Chief Warrant Officer 3 | X | | X | X | X | X | | X |
| Chief Warrant Officer 4 | X | | X | X | X | X | X | X |
| Master Warrant Officer 5 | X | | X | X | X | X | X | X |

NONCOMMISSIONED RANKS

| | | | | | | | | |
|---|---|---|---|---|--|---|---|---|
| PV1, PV2, PFC | X | | X | | | | | |
| Corporal | X | X | X | | | | | |
| Sergeant | X | X | X | | | | | X |
| Staff Sergeant | X | X | X | | | | | X |
| Sergeant First Class | X | X | X | X | | X | | X |
| Master Sergeant, 1 st Sergeant | X | X | X | X | | X | X | X |
| Sergeant Major, Cmd Sgt Maj | X | X | X | X | | X | X | X |

APPENDIX T - TRAINING REQUIREMENTS FOR PROMOTION

1. GENERAL: VADF Leaders are responsible for leading their personnel and doing technically demanding emergency missions in difficult conditions. Formal training is critical in preparing our personnel to perform their duties effectively. All professional development courses conducted in Phases I through V of the Division training program will be open without separation to Commissioned Officers, Warrant Officers, and NCOs (with appropriate restrictions based on rank and experience). The size and mission of the VADF requires that junior, mid-grade, and senior personnel in each rank structure have similar training and understand their role as team members. These requirements are not applicable to professional Officers, i.e. Physicians, Chaplains, JAG, and Aviators.

2. REQUIREMENTS: Requirements for promotion as Commissioned Officers, Warrant Officers, and NCOs are shown in the attached table.

a. Every new member of the Defense Force must complete VaDF Orientation Course within his/her first six months of membership.

b. The NCO Leadership Development Course (NCOLD) is required for promotion to Sergeant and for subsequent promotions. Effective date: 1 July 1995.

c. Completion of Level; IIA (initial Emergency Services Qualification) is required for all appointments and promotions above the rank of Corporal. Effective date: 1 July 95.

d. Completion of Company Leaders Course (CLC) is required for all promotions above the rank of SSG and appointments from enlisted to officer/warrant officer. Effective date: 1 January 1997.

e. Warrant Officers are required to demonstrate technical competence in their area of professional assignment for promotion or initial appointment. This requirement may be met by:

(1) Professional certification by a recognized professional certification board (personnel technicians). Effective date: 1 July 1995.

(2) Designation as a Flight Safety representative by the Federal Aviation Administration (flight safety officers). Effective date: 1 July 1995.

(3) Licensing in an aircraft maintenance specialty by the Federal Aviation Administration (aircraft maintenance technician). Effective date: 1 July 1995.

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(4) Licensing as an Advance or Extra Amateur radio operator or a General Radiotelephone Operator by the Federal Communications Commission or certification by a recognized professional certification board for electronics technicians (signal platoon leader). Effective date: 1 July 1995.

(5) Completing a VADF developed comprehensive examination in lieu of the requirements of Sub paras (1) and (4) above. Effective date: 1 July 1995.

f. Completion of the Operations Staff Command, Control and Communications Course (OSC3C) is required for promotion to MAJOR and above, CW3 and above, and SFC and above. Effective date: 1 January 1997.

g. Completion of Advanced Leader Course (ALC) is required for promotion to MAJOR and above, CW4, and MSG and above. Effective date 1 February 1996

h. Completion of FEMA classes IS 100, 200, 700 & 800 are required for 2LT and above , WO1 and above, for SGT (E-5) and above, And for promotion to next higher grade.